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RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/49/772)]

49/223. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the twentieth annual report of the International Civil Service Commission 1/ and other related reports, 2/

Reaffirming its commitment to a single unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Mindful of the critical role exercised by the Commission in accordance with its statute in developing common personnel standards, methods and arrangements across the United Nations common system, which are essential for management reforms,

I

ROLE OF THE COMMISSION

Recalling section I of its resolution 46/191 A of 20 December 1991 and section I.A of its resolution 47/216 of 23 December 1992, in which it urged the governing bodies and the executive heads of all organizations of the United Nations common system to ensure that the International Civil Service Commission was invited in its own right to be represented at meetings where

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1/ Official Records of the General Assembly, Forty-ninth Session, Supplement No. 30 (A/49/30).

2/ A/49/480, A/C.5/49/7, A/C.5/49/10 and A/C.5/49/33.

proposals pertaining to salaries, allowances, benefits and other conditions of employment were to be discussed,

1. Notes with regret in this regard that the International Labour Organization did not consult the International Civil Service Commission before putting forward a proposal on personal promotions;

2. Regrets also the recent decision of the Food and Agriculture Organization of the United Nations, which was not in line with the decision of the Commission, and calls upon all the concerned governing bodies to adhere to the obligations of their organizations towards the common system;

3. Reiterates its request to the executive heads of the organizations of the common system to consult with the Commission and the United Nations Joint Staff Pension Board prior to putting forward the proposals of their respective governing bodies relating to conditions of service, in order to avoid action inconsistent with the common system of salaries, allowances and other conditions of service, and to make every effort to enable representatives of the Commission to present the view of that body on such questions to any relevant intergovernmental bodies;

II

STAFF PARTICIPATION IN THE WORK OF THE COMMISSION

Recalling section II of its resolution 43/226 of 21 December 1988, section I.B of its resolution 47/216 and section I of its resolution 48/224 of 23 December 1993, in which it regretted the suspension of the participation of staff bodies in the work of the International Civil Service Commission,

Recalling also section II, paragraph 2, of its resolution 45/241 of 21 December 1990, in which it expressed satisfaction with the establishment of a more active dialogue between the Commission and representatives of organizations and of staff, section I, paragraph 5, of its resolution 46/191 A, in which it took note with appreciation of the improvements that had taken place in the functioning of the Commission, and section I of its resolution 48/224, in which it noted that the changes introduced in the working methods of the Commission had resulted in the full participation of the Coordinating Committee for International Staff Unions and Associations of the United Nations System in the work of the Commission,

Noting that the framework for the participation of the representatives of the organizations and of staff in the work of the Commission is provided under article 28, paragraph 2, of the statute of the Commission and elaborated further in its rules of procedure,

Noting also the information on this matter contained in chapter I.E of the report of the Commission, 1/

1. Notes the views expressed by the representatives of Member States in the Fifth Committee on this matter;

2. Notes with concern that the representatives of the Federation of International Civil Servants' Associations have informed it of their intention to recommend suspending participation in the work of the International Civil Service Commission;

3. Notes further the concerns expressed by the Coordinating Committee for Independent Staff Unions and Associations of the United Nations System in respect of the working methods of the Commission;

4. Endorses the decision of the Commission to consider, at its next session, all the questions raised by the Coordinating Committee for Independent Staff Unions and Associations of the United Nations System and the Federation of International Civil Servants' Associations at the fortieth session of the Commission, and requests the Commission to report thereon to the General Assembly;

5. Requests the staff bodies, the organizations and the Commission to review with all urgency how the consultative process of the Commission can best be furthered and to report thereon to the General Assembly;

III

CONDITIONS OF SERVICE OF THE PROFESSIONAL AND HIGHER CATEGORIES

A. Comparator

Recalling section VI, paragraph 2, of its resolution 46/191 A, in which it invited the International Civil Service Commission to analyse the potential consequences of the Federal Employees Pay Comparability Act of 1990 on the pay levels of the current comparator, the federal civil service of the United States of America, and to provide full details of all the special pay systems which had been introduced by the comparator civil service,

Recalling also section II.C of its resolution 47/216, in which it requested the Commission to complete phase I of its study leading to the identification of the highest-paid civil service and to study all aspects of the application of the Noblemaire principle with a view to ensuring the competitiveness of the United Nations common system,

Recalling further section II.G, paragraph 2, of its resolution 47/216, in which it decided to revert to the consideration of the conditions of service, including the question of representation allowances, of assistant secretaries-general and under-secretaries-general and equivalent levels at the earliest possible opportunity,

Acknowledging that the common system must be a competitive employer in order, inter alia, to equip it to make the necessary management reforms,

1. Notes with regret that the International Civil Service Commission has not yet completed the studies on all aspects of the application of the Noblemaire principle and all other related studies;

2. Requests the Commission to proceed with all urgency with its study of all aspects of the application of the Noblemaire principle and all other related studies which are outstanding and to submit final recommendations to the General Assembly at the earliest opportunity;

3. Takes note of the report of the Commission in respect of developments pertaining to the comparator's Federal Employees Pay Comparability Act of 1990 and the comparator's special pay systems;

4. Also takes note of the decision of the Commission to proceed to a phase II study of the national civil services of Germany and Switzerland in the context of determining the highest-paid national civil service;

B. Margin considerations

Recalling section IX, paragraph 3, of its resolution 46/191 A, in which it requested the International Civil Service Commission to include in its work programme a review of the differences between the United Nations and the United States net remuneration at individual grade levels,

Recalling also section II.G, paragraph 3, of its resolution 47/216, in which it invited the Commission to keep under review the structure of the salary scale at all levels of the Professional and higher categories, taking into account, inter alia, the overall level of the margin as established by the General Assembly and the imbalance between the margin levels for different Professional grade levels,

Recalling further section II.B, paragraph 3, of its resolution 48/224, wherein it considered that the Commission should address the imbalance in the United Nations/United States remuneration ratios in the context of overall margin considerations,

1. Takes note of the conclusions of the International Civil Service Commission set out in paragraph 171 of its report 1/ in respect of the further refinements to margin calculations;

2. Also takes note of the net remuneration margin of 113 for the calendar year 1994;

C. Base/floor salary scale

Recalling section I.H, paragraph 1, of its resolution 44/198 of 21 December 1989, in which it approved the establishment of a floor net salary scale by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,

Recalling also section II.C, paragraph 2, of its resolution 48/224, in which it requested the International Civil Service Commission to review and, if necessary, recommend revised rates of staff assessment consequential upon changes in the base/floor salary scale,

Approves, with effect from 1 March 1995, the revised scale of gross and net salaries for staff in the Professional and higher categories contained in annex I to the present resolution and the consequential amendment to the Staff Regulations of the United Nations as reflected in annex II to the present resolution;

D. Dependency allowances

Recalling section II.F, paragraph 2, of its resolution 47/216, in which it noted that the International Civil Service Commission would review the level of dependency allowances every two years,

Noting the review by the Commission of dependency allowances reflecting relevant changes in tax abatement and social legislation at the seven headquarters duty stations since 1991, as contained in paragraphs 182 to 192 of its report, 1/

1. Approves, with effect from 1 January 1995, an increase of 10.26 per cent in the levels of the children's and the secondary dependant's allowances;

2. Takes note the updated list of hard currency duty stations for which the allowances are specified in local currency contained in annex III to the present resolution;

IV

GENERAL SERVICE AND OTHER LOCALLY RECRUITED CATEGORIES

A. General Service salary survey methodology

Recalling section III, paragraph 1, of its resolution 47/216, in which it endorsed the reaffirmation by the International Civil Service Commission of the Flemming principle as the basis for determining the conditions of service of the General Service and related categories,

Noting that the Commission intends to continue its preliminary study of the methodologies for the surveys of the best prevailing conditions of employment at headquarters and non-headquarters duty stations,

1. Requests the International Civil Service Commission to proceed with the current round of surveys at headquarters duty stations as planned on the basis of the current General Service salary survey methodology, and urges all parties concerned to participate in the surveys;

2. Endorses the decision of the Commission that a comprehensive review of the application of the methodology should be undertaken upon completion of the current round of surveys at headquarters duty stations;

3. Requests the Commission, in its review of the General Service salary survey methodology, to consult fully with all parties concerned, including the staff representatives;

B. National Professional Officers

Recalling paragraph 69 of its resolution 3176 (XXVIII) of 17 December 1973, in which it invited the organizations of the United Nations system to invigorate the search for innovative and interdisciplinary approaches aiming at the removal of the causes of underdevelopment and at the strengthening of the economic and social structures and the cadres of trained personnel of developing countries for their own development,

Noting that, as a response, a number of organizations had employed National Professional Officers and that, in 1980, the International Civil Service Commission agreed to the employment of such staff under a defined set of conditions, 3/

Noting also that organizations were increasingly resorting to the employment of such staff,

1. Takes note with appreciation of the conclusions reached by the International Civil Service Commission in respect of the employment of National Professional Officers and the revision of the conditions laid down in 1980;

2. Agrees to the revised criteria for the employment of National Professional Officers outlined in annex VI to the report of the Commission; 1/

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3/ Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 30 and corrigenda (A/35/30 and Corr.1 and 2), para. 310.

3. Takes note of the intention of the Commission to review the use of National Professional Officers on a regular periodic basis and requests the Commission to report thereon to the General Assembly;

V

EDUCATION GRANT

Recalling section IV, paragraph 1, of its resolution 47/216, in which it endorsed the revised methodology for the determination of the education grant,

Approves increases in the maximum reimbursement levels in seven currency areas as well as other adjustments to the management of the reimbursement of expenses under the education grant, as recommended by the International Civil Service Commission in paragraph 273 of its report; 1/

VI

HAZARD PAY

Commending the dedication of increasing numbers of staff of the United Nations common system who are required to work in dangerous conditions,

1. Takes note of the decisions of the International Civil Service Commission in respect of hazard pay as contained in paragraphs 288 to 291 of its report; 1/

2. Requests the Commission to reconsider its decision to link hazard pay to the base/floor salary scale for internationally recruited staff and its decision on the level of hazard pay and to propose alternative approaches to hazard pay and to report thereon to the General Assembly at its fifty-first session;

VII

PERFORMANCE MANAGEMENT

Recalling section I.F of its resolution 44/198 and section VIII of its resolution 46/191 A, in which it invited the International Civil Service Commission to pursue its review of merit systems and performance appraisal in the common system as a vehicle for enhancing productivity and cost-effectiveness,

Recalling also section VII of its resolution 47/216, in which it urged the Commission to give attention in its work programme to measures designed to promote sound personnel management in the international public service,

Recalling further section V, paragraph 2, of its resolution 48/224, in which it urged the Commission to devote further attention to personnel management issues,

1. Welcomes the review of performance management undertaken by the International Civil Service Commission as contained in chapter VII of its report 1/ and the elaboration of principles and guidelines for performance appraisal and management and for the recognition of different levels of performance outlined in annex VIII to the report;

2. Reaffirms the key importance of performance appraisal and management to enhanced organizational effectiveness;

3. Takes note with interest of the conclusions and recommendations of the Commission in this regard and commends them to the organizations of the common system in the development of their policies and programmes in this area;

4. Urges the organizations of the common system that have not already done so to give high priority to the development of viable performance management programmes, including performance appraisal systems in the broader context of personnel reform;

VIII

SPOUSE EMPLOYMENT

Recalling the recommendation of the International Civil Service Commission in 1988, 4/ which it reaffirmed in 1992, 5/ that organizations that had not already done so should amend their staff rules to permit the employment of spouses,

Encourages all organizations of the common system to allow spouses the opportunity to compete for positions within the organizations, bearing in mind the necessity to ensure that preference is not given by virtue of the relationship to a staff member;

IX

APPOINTMENTS OF LIMITED DURATION

Recalling its request to the International Civil Service Commission in June 1994 to provide views on the proposal by the United Nations to develop arrangements for contracts of limited duration,

Notes the preliminary conclusions of the International Civil Service Commission contained in paragraphs 366 and 367 of its report, 1/ and requests the Commission to report its findings on the arrangements for contracts of limited duration to the General Assembly upon completion of its study;

X

DECISIONS OF ADMINISTRATIVE TRIBUNALS

Recalling section VI, paragraph 7, of its resolution 48/224, in which it requested the Secretary-General, in consultation with the executive heads of the organizations of the common system, to examine the feasibility of amending the statute of the International Civil Service Commission and/or the relationship agreements with a view to ensuring a coordinated response in all appeals involving the conditions of service of staff of the common system and introducing arrangements to enable the Commission to intervene in appeals before the United Nations Administrative Tribunal and the Administrative Tribunal of the International Labour Organization involving decisions or recommendations of the Commission on any other common system issues,

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4/ Ibid., Forty-third Session, Supplement No. 30 and corrigendum (A/43/30 and Corr.1), para. 91 (d).

5/ Ibid., Forty-seventh Session, Supplement No. 30 and corrigendum (A/47/30 and Corr.1), para. 296 (h).

1. Takes note of the report of the Secretary-General on decisions of administrative tribunals; 6/

2. Requests the Secretary-General to consult the United Nations Administrative Tribunal with a view to introducing an amendment to its rules, reading:

"If, in any proceeding, it appears that the judgement of the Tribunal may affect a rule, decision or scale of emoluments or contributions of the common system of staff administration, the Executive Secretary of the Tribunal shall promptly inform the Executive Secretary of the International Civil Service Commission and enquire whether the Commission wishes to participate in the proceeding. If the Commission indicates its wish to do so, it shall be provided with copies of all the pleadings and shall be permitted to comment thereon, and also to participate in any oral proceedings.";

3. Requests the Director-General of the International Labour Organization to consult the Administrative Tribunal of the International Labour Organization with a view to introducing an amendment to its rules, reading:

"If, in any proceeding, it appears that the judgement of the Tribunal may affect a rule, decision or scale of emoluments or contributions of the common system of staff administration, the Registrar of the Tribunal shall promptly inform the Executive Secretary of the International Civil Service Commission and enquire whether the Commission wishes to participate in the proceeding. If the Commission indicates its wish to do so, it shall be provided with copies of all the pleadings and shall be permitted to comment thereon, and also to participate in any oral proceedings."

95th plenary meeting
23 December 1994

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6/ A/49/480.

ANNEX I

BASE/FLOOR SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT a/
(United States dollars)
(Effective 1 March 1995)

| | Steps | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Level | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
| **Under-Secretary-General** | | | | | | | | | | | | | | | |
| USG Gross | 145 236 | | | | | | | | | | | | | | |
| Net D | 93 735 | | | | | | | | | | | | | | |
| Net S | 84 232 | | | | | | | | | | | | | | |
| **Assistant Secretary-General** | | | | | | | | | | | | | | | |
| ASG Gross | 131 617 | | | | | | | | | | | | | | |
| Net D | 85 972 | | | | | | | | | | | | | | |
| Net S | 77 763 | | | | | | | | | | | | | | |
| **Director** | | | | | | | | | | | | | | | |
| D-2 Gross | 107 062 | 109 482 | 111 934 | 114 394 | 116 855 | 119 317 | | | | | | | | | |
| Net D | 71 946 | 73 349 | 74 752 | 76 154 | 77 558 | 78 961 | | | | | | | | | |
| Net S | 66 026 | 67 236 | 68 414 | 69 582 | 70 751 | 71 921 | | | | | | | | | |
| **Principal Officer** | | | | | | | | | | | | | | | |
| D-1 Gross | 94 299 | 96 371 | 98 442 | 100 510 | 102 581 | 104 653 | 106 724 | 108 795 | 110 880 | | | | | | |
| Net D | 64 544 | 65 745 | 66 946 | 68 146 | 69 347 | 70 549 | 71 750 | 72 951 | 74 152 | | | | | | |
| Net S | 59 645 | 60 680 | 61 716 | 62 750 | 63 786 | 64 821 | 65 857 | 66 893 | 67 913 | | | | | | |
| **Senior Officer** | | | | | | | | | | | | | | | |
| P-5 Gross | 82 807 | 84 650 | 86 492 | 88 335 | 90 181 | 92 053 | 93 927 | 95 802 | 97 674 | 99 548 | 101 423 | 103 295 | 105 170 | | |
| Net D | 57 806 | 58 893 | 59 981 | 61 068 | 62 155 | 63 241 | 64 328 | 65 415 | 66 501 | 67 588 | 68 675 | 69 761 | 70 848 | | |
| Net S | 53 611 | 54 606 | 55 601 | 56 596 | 57 585 | 58 522 | 59 459 | 60 396 | 61 332 | 62 269 | 63 206 | 64 143 | 65 080 | | |
| **First Officer** | | | | | | | | | | | | | | | |
| P-4 Gross | 67 706 | 69 475 | 71 240 | 73 005 | 74 774 | 76 565 | 78 362 | 80 159 | 81 955 | 83 751 | 85 546 | 87 346 | 89 141 | 90 954 | 92 782 |
| Net D | 48 824 | 49 885 | 50 944 | 52 003 | 53 064 | 54 123 | 55 183 | 56 244 | 57 304 | 58 363 | 59 422 | 60 484 | 61 543 | 62 603 | 63 664 |
| Net S | 45 413 | 46 378 | 47 342 | 48 306 | 49 271 | 50 240 | 51 210 | 52 181 | 53 151 | 54 120 | 55 090 | 56 062 | 57 031 | 57 972 | 58 886 |
| **Second Officer** | | | | | | | | | | | | | | | |
| P-3 Gross | 54 837 | 56 463 | 58 097 | 59 727 | 61 361 | 62 993 | 64 624 | 66 279 | 67 938 | 69 599 | 71 258 | 72 917 | 74 576 | 76 256 | 77 945 |
| Net D | 40 997 | 41 993 | 42 989 | 43 983 | 44 980 | 45 975 | 46 971 | 47 967 | 48 963 | 49 959 | 50 955 | 51 950 | 52 946 | 53 941 | 54 938 |
| Net S | 38 291 | 39 197 | 40 104 | 41 009 | 41 915 | 42 821 | 43 727 | 44 633 | 45 539 | 46 446 | 47 352 | 48 258 | 49 164 | 50 073 | 50 985 |
| **Associate Officer** | | | | | | | | | | | | | | | |
| P-2 Gross | 43 754 | 45 131 | 46 543 | 47 957 | 49 369 | 50 783 | 52 197 | 53 609 | 55 026 | 56 485 | 57 943 | 59 405 | | | |
| Net D | 33 990 | 34 882 | 35 772 | 36 663 | 37 553 | 38 443 | 39 334 | 40 224 | 41 116 | 42 006 | 42 895 | 43 787 | | | |
| Net S | 31 914 | 32 730 | 33 539 | 34 349 | 35 158 | 35 969 | 36 779 | 37 588 | 38 399 | 39 209 | 40 018 | 40 830 | | | |
| **Assistant Officer** | | | | | | | | | | | | | | | |
| P-1 Gross | 32 951 | 34 212 | 35 492 | 36 809 | 38 125 | 39 440 | 40 760 | 42 075 | 43 391 | 44 708 | | | | | |
| Net D | 26 907 | 27 764 | 28 620 | 29 476 | 30 331 | 31 186 | 32 044 | 32 899 | 33 754 | 34 610 | | | | | |
| Net S | 25 412 | 26 208 | 26 997 | 27 781 | 28 564 | 29 347 | 30 132 | 30 915 | 31 698 | 32 481 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

a/ Excluding post adjustment amounts, if applicable.

ANNEX II

Amendment to the Staff Regulations of the United Nations

Regulation 3.3

Replace the second table in paragraph (b) (i) with the following table:

| Total assessable payments (US dollars) | Staff assessment rates used in conjunction with gross base salaries | |
|---|---|---|
| | Staff member with a dependent spouse or a dependent child | Staff member with neither a dependent spouse nor a dependent child |
| First $15 000 per year | 9.0 | 12.4 |
| Next $ 5 000 per year | 21.0 | 26.9 |
| Next $ 5 000 per year | 25.0 | 30.3 |
| Next $ 5 000 per year | 29.0 | 34.6 |
| Next $ 5 000 per year | 32.0 | 36.9 |
| Next $10 000 per year | 35.0 | 40.5 |
| Next $10 000 per year | 37.0 | 42.7 |
| Next $10 000 per year | 39.0 | 44.5 |
| Next $10 000 per year | 40.0 | 45.4 |
| Next $15 000 per year | 41.0 | 46.0 |
| Next $20 000 per year | 42.0 | 50.0 |
| Remaining assessable payments | 43.0 | 52.5 |

ANNEX III

Amounts of children's and secondary dependant's allowance

(Local currency)

| Country | Currency | Children's allowance | Secondary dependant's allowance |
|---|---|---|---|
| Austria | Schilling | 22 834 | 8 435 |
| Belgium | Belgian franc | 56 721 | 18 140 |
| Denmark | Danish krone | 10 661 | 3 082 |
| France | French franc | 8 195 | 2 719 |
| French Guiana | French franc | 8 195 | 2 719 |
| Germany | Deutsche mark | 3 278 | 1 176 |
| Ireland | Irish pound | 925 | 303 |
| Japan | Yen | 322 196 | 146 370 |
| Luxembourg | Luxembourg franc | 56 721 | 18 110 |
| Monaco | French franc | 8 195 | 2 719 |
| Netherlands | Netherlands guilder | 3 614 | 1 231 |
| Switzerland | Swiss franc | 2 718 | 1 211 |
| United States of America and the rest of the world a/ | United States dollar | 1 400 | 500 |

a/ As a result of a review of currencies this will also include, as from 1 January 1995, Finland, Italy, Norway, Spain, Sweden, the United Kingdom of Great Britain and Northern Ireland and Communauté financière africaine franc countries.